DOCUMENT RESUME

ED 045 060 HE 001 928

TITLE	Report on the Status of Women at the University of Washington; Part I: Faculty and Staff.
INSTITUTION	Washington Univ., Seattle.
PUB DATE	Oct 70
NOTE	48p.; Compiled by Associated Students of the University of Washington Women's Commission
EDRS PRICE	EDRS Price MF-$0.25 HC-$2.50
DESCRIPTORS	Discriminatory Attitudes (Social), Employment Opportunities, Employment Practices, *Faculty Promotion, Females, *Higher Education, Promotion (Occupational), *Salaries, *Social Discrimination, *Women Professors
IDENTIFIERS	*Washington University Seattle

ABSTRACT

The purpose of this report was to determine if sex discrimination exists at the University of Washington, to identify the problems in this area and to facilitate change. This report examines: (1) the numbers and location in the academic ranks and departments of faculty women; (2) their availability for hiring, meaning the presence of trained women in the community, as well as the women already working within the institution; (3) hiring practices; (4) promotion; (5) salaries; (6) the top positions held in the traditionally "women's professions;" (7) top positions held in the university as a whole; (8) top positions held in the research and special facilities; and (9) the effect of the nepotism rule on the employment of women faculty and the obstacle to promotion and tenure by the frequent appointment of faculty women to part-time positions. Another section of the report examines salary differentials and promotion practices for: exempt staff, classified staff, and academic staff. The report concludes that sex discrimination does exists and suggests measures for rectifying this situation. (AF)

ED 045060

REPORT ON THE STATUS OF WOMEN AT THE UNIVERSITY OF WASHINGTON

Part I: Faculty and Staff

compiled by

The ASUW Women's Commission

October 1970

HE 001928

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

ED045060

TABLE OF CONTENTS

I. INTRODUCTION

A. Purpose
B. Methods and Sources
C. Acknowledgements

II. FACULTY WOMEN

A. Numbers and Location
B. Availability for Hiring
C. Hiring
D. Promotion
E. Salary
F. Channeled Fields
G. Positions of Power
H. Research and Special Facilities
I. Nepotism and Part-Time Employment

III. STAFF WOMEN

A. Exempt Staff
B. Classified Staff
C. Academic Staff

IV. CONCLUSION

I. INTRODUCTION

A. Purpose

The Associated Students of the University of Washington Women's Commission initiated research towards this report out of concern about sex discrimination at the University of Washington. Specific institutions are often microcosms of a larger order, and follow patterns of prejudice and inequality which characterize society as a whole; hence to begin at the University of Washington is a constructive measure towards altering the whole.

Our concern was further based upon the troubling recognition that the status of women in American academic institutions has actually deteriorated in the last four decades: percentages of women faculty are smaller, especially in the higher ranks; salary differentials between men and women are greater.[1] Women's groups and university committees are preparing or have prepared studies of women at the Universities of Maryland, Chicago, Oregon, Minnesota, Wisconsin, Pittsburgh, and at Harvard, Columbia, and Stanford; we wished similarly to investigate the status of women at UW in hopes of identifying problems and facilitating change. We hope also that this report will offer faculty, staff, and student women indicators that the frustrations we feel separately are caused by conditions we have in common, conditions we can unite to alter.

B. Methods and Sources

This report is divided into two parts: Part I on Faculty and Staff, and Part II on Undergraduate and Graduate Students. Part II will be published at a later date, because of a delay in acquiring key information. Neither part purports to be exhaustive--but both illustrate sufficiently that conditions require immediate rectification. What is published here has been researched with care; specific figures may be subject to human error, but we believe the collective statement is clear and needs no amplification.

Our general method was simple. Using the sources listed below, we tabulated numbers of women and men in the same categories and calculated percentages from the totals. Specific methods used to compile promotion and salary information are explained in the sections dealing with those subjects, both in the Faculty and in the Staff Reports.

---

[1] Dr. Edwin C.Lewis, Developing Women's Potential (Iowa State University, 1968). Also Richard E. Farson, "The Rage of Women," Look, December 16, 1969, and Patricia Albjerg Graham, "Women in Academe," Science, Vol. 169, No. 3952 (September 25, 1970), pp. 1284-1290.

1. University Documents Consulted:

   a. List of Basic Teaching Faculty, Autumn Quarter 1969; 81 dittoed pages with breakdown by school, department, and rank obtained from the Provost's Office; hereafter referred to as the "Provost's List." The list does not include visiting or research faculty.

   b. Two anonymous computer runs of staff and academic personnel salaries as of May 29, 1970; breakdown by school, department, rank, and sex for academic personnel, and by series, code, and sex for staff; with hiring date and percent of time; obtained through the Provost's Office and the Office of Personnel Services.

   c. University of Washington Statistical Report for Autumn Quarter, 1969.

   d. University of Washington Bulletin 1970-72; Faculty Index

   e. Graduate Study and Research Bulletin 1969

   f. University of Washington Faculty Handbook, Revised Edition 1969

   g. "Nepotism Statement," University Memorandum #41, October 22, 1969

   h. Directory of the University Senate for 1969-70

   i. Program of Exercises, Ninety-Fifth Commencement (unrevised), June 13, 1970.

   j. Salary Schedule and Compensation Plan for Staff Employees, July 1, 1970

2. University Offices and Agencies which provided information:

   a. Office of the Provost

   b. Office of Personnel Services

   c. Graduate School Office

   d. Office of Equal Employment Opportunity Programs

   e. Graduations Office

   f. Office of University Committees

   g. Office of Career Planning and Placement

   h. Director of Libraries

   i. Office of Student Affairs

C. Acknowledgements

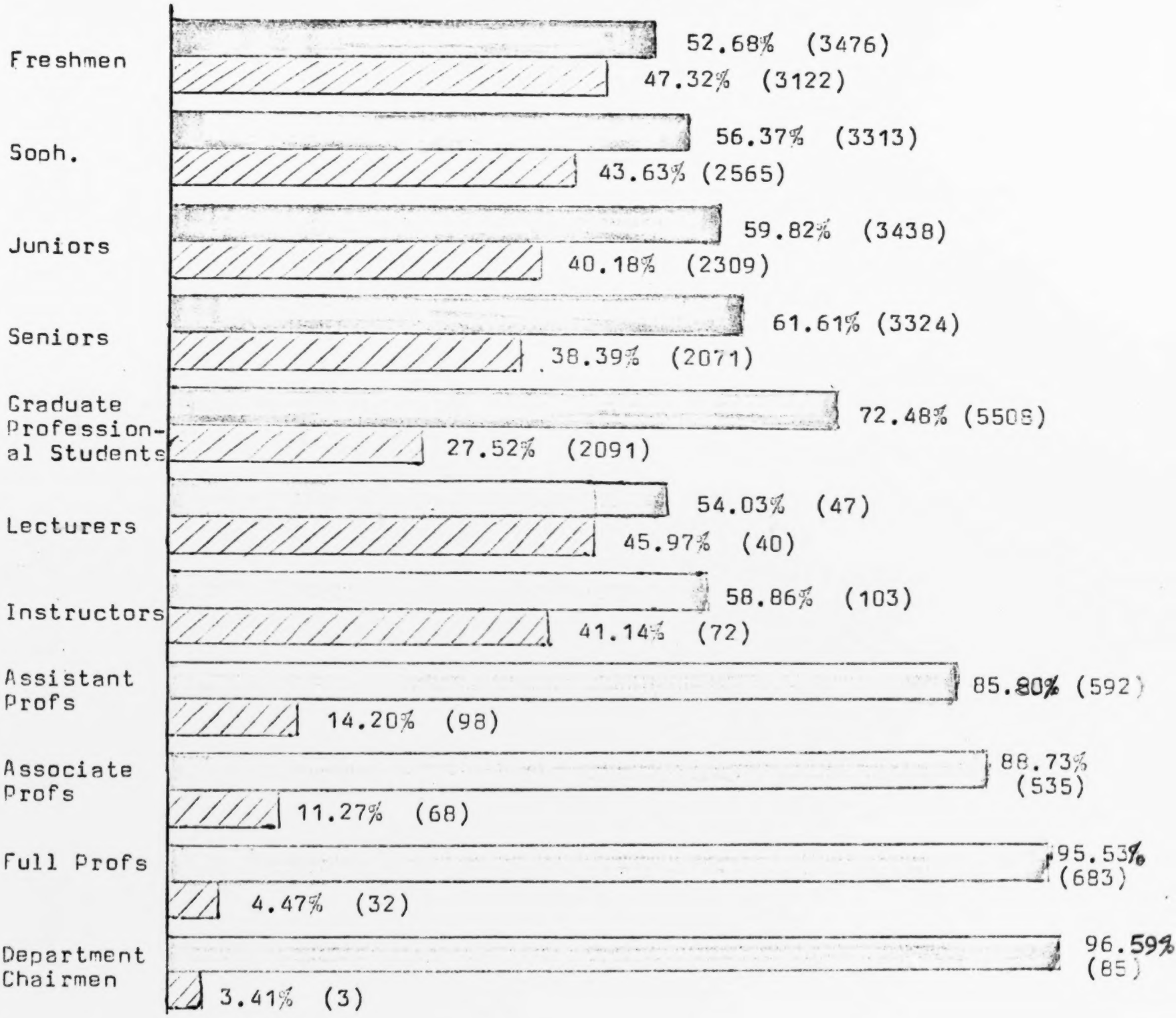
We take full responsibility for interpretations of data in this report. We wish, however, to express gratitude to those persons who gave us encouragement, advice, and assistance in compiling Part I: Eugene Elliott, Vice-Provost; Thelma T. Kennedy, Associate Dean of the Graduate School; David Williams, Director of Personnel Services; Marion A. Milczewski, Director of Libraries; Carver Gayton, Office of Equal Employment Opportunity Programs; Anne Schwiesow, Director of the University YWCA; Barbara Garner, Graduate and Professional Student Senate; Julie Coryell, Instructor, Women's Studies; Carol Spence, UW Human Rights Commission; Pat Lunneborg, Lecturer, Department of Psychology; Lisa Wood.

Funding for this report was provided by the Associated Students of the University of Washington and the University of Washington Graduate and Professional Student Senate.

ASUW Women's Commission
October, 1970

Table 1: NUMBERS AND PERCENTAGES OF MEN AND WOMEN

Autumn Quarter 1969



II. FACULTY WOMEN

A. Numbers and Location

According to figures drawn from the Provost's List, women constituted 13.7% of the University's basic teaching faculty as of Autumn Quarter 1969.[1] Although a more recent official document was not available in time for this report, analysis of a May 29, 1970 salary computer run suggests that the general situation changed little in 1969-70 (to 13.8%) and in some specific areas actually deteriorated. Table 2 documents the Provost's List; it may be compared with the computer run figures in Table 3.

Both tables illustrate a characteristic of women's participation on college and university faculties nationwide: the higher the rank, the fewer women in it. During the 1940's, women earned an average of 15% of all doctorates awarded. They earned an average of 10% of all doctorates awarded during the 1950's, and an average of 11% during the 1960's. Given the usual timetable of the academic career, women who earned their degrees in the 40's should be represented now in the higher ranks of the faculty at UW in a proportion of 15%, and in the lower ranks in a proportion of 10%.[2]

Instead, women constitute only 4.7% of the full professors at UW, only 7.6% of full and associate professors combined. On the lower rungs of the promotion "ladder" women make up 14.2% of assistant professors and 41.1% of instructors; off the ladder, women fill 45.9% of lecturer appointments, which are without presumption of promotion. Nationally, one-fourth of all faculty men are concentrated in the highest academic rank, while less than one-tenth of the women are represented there.[3] At UW the gap is even greater: over one-third of faculty men are full professors, while one-tenth of women hold that rank.

	women				men			
	#	%	% of women		#	%	% of men	
Full Prof.	32	4	10	32	683	96	35	62
Assoc. Prof.	68	11	22		535	89	27	
Asst. Prof.	98	14	32		592	86	30	
Instructor	72	41	23		103	59	5	
Lecturer	40	46	13		47	54	3	
	310				1960			

---

[1] The Provost's List does not include research or visiting faculty.

[2] Historical Statistics of the Unived States: Colonial Times to 1957 (Series H327-338), and Circulars 1957066 of the U.S. Office of Education.

[3] College and University Faculty: A Statistical Description, Carnegie Commission on Higher Education and American Council on Education. Quoted in Higher Education and National Affairs, Vol. 19 (July 17, 1970), p. 5.

TABLE 2

Numbers and Percentages of Women and Men Faculty, Tenured Faculty, and Graduate Students in each Department as of Autumn Quarter, 1969 (Sources: Provost's List and Autumn Quarter Statistics, 1969.)

Dept.	F		Ac		As		I		L		TOTAL					TENURED				GRAD STUDENTS				
	m	w	m	w	m	w	m	w	m	w	M	%	W	%	T	M	% of TM	W	% of TW	M	%	W	%	T
ARCH/UP																								
Arch	8		21		9		I		2		41	100			41	27	66			40	93	3	7	43
Land Arch			I		I						2	100			2	I	50							
UP	7		3		4						14	100			14	10	71			90	83	19	17	109
	15	0	25	0	14	0	I	0	2	0	57	100	0	0	57	38	67	0	0	130	81	22	19	152
% -	100	0	100	0	100	0	100	0	100	0														
ARTS & SCIENCES																								
Anthro	9	I	7		7	2			I	I	24	86	4	14	28	16	67	I	20	56	54	47	46	103
Art	11	2	16	2	13	2	I		3	I	44	86	7	14	51	27	61	4	57	48	57	36	43	84
Asian	7		4	2	3				3		17	89	2	11	19	11	65	2	100	41	87	12	23	53
Ast	4				I						5	100			5	4	80			15	100			15
At Sci	7		3		2				I		13	100			13	10	77			34	92	3	8	37
Botany	8		3		4				I		16	100			16	10	63			24	65	13	35	37
Chem	19		5		5						29	100			29	24	83			142	83	31	17	179
Classics	3		5		5						13	100			13	8	62			29	66	14	34	41
Comm	7		5	I	5				I		18	95	I	5	19	12	67	I	100	17	59	12	41	29
Drama	6	2	5	I	4	I		I		3	15	70	6	30	21	11	73	3	50	20	51	19	49	39
Econ	10		7	I	14	2					31	91	3	9	34	17	55	I	33	72	87	11	13	83
Eng	23		13	4	34	2				2	70	90	8	10	78	36	51	4	50	177	52	162	48	339
FER	7		6		2						15	100			15	13	87			19	79	5	21	24
Genetics	9		5		3						17	100			17	13	76			25	81	6	19	31
Geog	7		6		3						16	100			16	13	81			68	88	9	12	77
Geo Sci	9		6		3						18	100			18	15	83			53	93	4	7	57
Geophy			I		3						4	100			4	I	25			27	96	I	4	28
Germ L&L	5		7	I	9	3				I	21	81	5	19	26	12	57	I	20	29	40	44	60	73
Hist	16		11	I	10	I					37	95	2	5	39	27	73	I	50	147	88	42	22	189
Home Ec		2		3		8		3		6			22	100	22			5	23			38	100	38
Ling	I		3		4						8	100			8	4	50			22	59	15	41	37
Math	28		15	2	25		4			I	72	96	3	4	75	43	60	2	67	149	81	34	19	183
NEL	5		2	I	7						14	93	I	7	15	7	50	I	100	7	55	5	45	12
Music	16	3	11	3	14	2		I	3	I	44	81	10	19	54	27	61	6		71	58	52	42	123
Ocean	7	I	4		10						21	95	I	5	22	11	52	I	100	89	86	15	14	104
Phil	4		2		7		I		I		15	100			15	6	40			56	85	10	15	66
PE-Men	I		6		2				I		10	100			10	7	70			15	100			15
PE-Women		3		5	I	2		3			I	7	13	93	14			8	62			27	100	27
Physics	21		11		10						42	100			42	32	76			155	97	4	3	159
Psych	14		9	I	16	3			I	I	40	89	5	11	45	23	58	I	20	72	64	40	36	112
Poli Sci	9		9		6						24	100			24	18	75			98	84	18	16	116

Dept.	F		Ac		As		I		L		TOTAL					TENURED				GRAD STUDENTS				
	m	w	m	w	m	w	m	w	m	w	M	%	W	%	T	M	%	W	%	M	%	W	%	T
Romance L	II	I	8	I	I4	2			I	4	34	8I	8	I9	42	I9	56	2	25	43	35	79	65	I22
Scand	3				I						4	I00			4	3	75			7	4I	I0	59	I7
Slavic	I		I		6	I			2	3	I0	7I	4	29	I4	2	20			20	45	24	55	44
Soc	I2		9		5				2		28	I00			28	2I	75			77	69	35	3I	II2
Speech	4	I	I0	I	I3	4			I	I	28	80	7	20	35	I4	50	2	29	50	44	63	56	II3
Zoo	I2	I	7	2	5					2	24	83	5	I7	29	I9	79	4	80	43	69	22	33	65
	3I6	I7	222	32	376	35	6	8	22	27	842	88	II7	I2	959	535	64	50	43	202I	70	962	30	2983
%	95	5	87	I3	89	II	43	57	45	55	Tenured Faculty: 92% men, 8% women													
ED	I9	I	2I	5	22	5		I	I		63	84	I2	I6	75	40	63	6	50	3I4	50	3I9	50	633
%	95	5	8I	I9	8I	I9	0	I00	I00	0	Tenured Faculty: 87% men, I3% women													
BUS AD																								
Acctng	6		6		2					I	I4	93	I	7	I5	I2	86							
Finance	6		5		7						I8	I00			I8	II	6I							
BGS	7		3		3				2	I	I5	94	I	6	I6	I0	67							
MO	I6		5	I	6						27	96	I	4	3I	20	74	I						
MTIB	9		5	I	6				I		2I	95	I	5	22	I4	67	I						
	44	0	24	2	24	0	0	0	3	2	95	96	4	4	99	67	7I	2	50	487	98	I2	2	499
%	I00	0	92	8	I00	0	0	0	60	40	Tenured Faculty: 97% men, 3% women													
ENG																								
A&A	9		6		4						I9	I00			I9	I5	79			I22	98	2	2	I24
ChE	8		4		2						I4	I00			I4	I2	86			50	98	I	2	5I
CE	I7		I3		7						37	I00			37	29	78			I80	99	2	I	I82
EE	I6		7	I	I4				I		38	97	I	3	39	23	6I	I	I00	I98	99	I	I	I99
GE	4		II		5		2		I		23	I00			23	I5	65			-	-	-	-	-
HSS	3		7						2		I2	I00			I2	I0	83			-	-	-	-	-
ME	I3		I7		6						36	I00			36	29	8I			I34	99	I	I	I35
MMCE	6		4		5						I5	I00			I5	I0	67			60	I00			60
NE	I		3		2						6	I00			6	4	67			45	I00			45
	77	0	72	I	45	0	2	0	4	0	200	99	I	I	20I	I47	74	I	I00	789	99	7	I	796
%	I00	0	99	I	I00	0	I00	0	I00	0	Tenured Faculty: 99% men, I% women													
FISH	I6	0	7	0	5	0	0	0	I	0	29	I00	0	0	29	23	79	0	0	I02	89	I2	II	II4
%	I00	0	I00	0	I00	0	0	0	I00	0														
FOR RES	I5	0	I3	0	4	0	0	0	0	0	32	I00	0	0	32	28	88	0	0	II3	92	I0	8	I23
%	I00	0	I00	0	I00	0	0	0	0	0														
LIB	2	I	I	2	3	2	0	0	0	0	6	55	5	45	II	3	50	3	60	29	I2	203	88	232
%	67	33	33	67	60	40	0	0	0	0	Tenured Faculty: 50% men, 50% women													

Dept.		F		Ac		As		I		L		TOTAL					TENURED				GRAD STUDENTS				
		m	w	m	w	m	w	m	w	m	w	M	%	W	%	T	M	%	W	%	M	%	W	%	T
PUB AF		5	0	2	0	2	0	0	0	0	0	9	I00	0	0	9	7	78	0	0	69	78	20	22	89
	%	I00	0	I00	0	I00	0	0	0	0	0														
LAW		20	I	4	I	6	I	0	0	0	0	30	9I	3	9	33	22	73	2	67	339	9I	34	9	373
	%	95	5	80	20	86	I4	0	0	0	0	Tenured Faculty: 92% men, 8% women													
HEALTH SCIENCES																									
Med		II5	I	II3	6	I50	27	85	I7	I3	II	476	88	62	I2	538	I76	37	2	3	5I2	86	86	I4	598[b]
Dent		I9	2	I4	I	24		9	5	2	0	68	89	8	II	76	29	43	3	38	383	99	4	I	387
Nurs			6	I	I2	3	25		4I			4	5	84	95	88	I	25	I8	2I	4	2	I74	98	I78
Pharm		I0			4							I4	I00			I4	I0	7I		I0	2I	66	II	34	32
SW		I0	3	I6	6	I0	3					36	75	I2	25	48	26	72	9	75	I3I	39	204	6I	335
		I54	I2	I44	25	I9I	55	94	63	I5	II	598	78	I66	22	764	242	40	32	I9	I05I	69	479	3I	I530
	%	93	7	85	I5	78	22	60	40	58	42	Tenured Faculty: 88% men, I2% women													
TOTAL		683	32	535	68	592	98	I03	72	47	40	I960	86	3I0	I4	2270	II52	59	96	3I	5508	72	209I	28	7599[c]
	%	96	4	89	II	86	I4	59	4I	54	46	Tenured Faculty: 92% men, 8% women													

[a]Business Administration statistics by department were not available.

[b]Medical and Dental student totals include both graduate and professional programs.

[c]Graduate Student Total exceeds the sum of school and department totals due to addition of "unassigned," "visiting," and "special individual PhD program" students.

TABLE 3

Unofficial Teaching Faculty Numbers and Percentages as of May 29, 1970 (Source: anonymous salary computer run abtained from the Provost's Office and the Office of Personnel Services.)

School	F		Ac		As		I		L		M	%	W	%	T
	m	w	m	w	m	w	m	w	m	w					
ARCH	13	0	24	0	14	0	1	0	20	0	72	99	1	1	73
%	100	0	100	0	100	0	100	0	95	5					
A&S	292	18	209	33	271	33	14	10	42	31	828	87	125	13	953
%	94	6	86	14	89	11	58	42	59	41					
BA	43	0	24	1	27	0	0	0	12	3	106	96	4	4	110
%	100	0	96	4	100	0	0	0	80	20					
ED	15	1	24	6	18	4	0	0	8	3	65	82	14	18	79
%	94	6	80	20	82	18	0	0	73	27					
ENG	70	0	68	1	46	0	1	0	8	0	193	99	1	1	194
%	100	0	99	1	100	0	0	0	0	0					
FISH	14	0	5	0	4	0	0	0	1	0	24	100	0	0	24
%	100	0	100	0	100	0	0	0	100	0					
FR	16	0	9	0	3	0	0	0	1	0	29	100	0	0	29
%	100	0	100	0	100	0	0	0	100	0					
LIB	1	1	1	1	4	2	0	0	0	2	6	50	6	50	12
%	50	50	50	50	67	33	0	0	0	100					
PA	5	0	1	0	1	0	0	0	1	0	8	100	0	0	8
%	100	0	100	0	100	0	0	0	100	0					
LAW	20	0	4	1	8	1	0	0	0	0	32	94	2	6	34
%	100	0	80	20	89	11	0	0	0	0					
HS															
Med	97	0	57	2	69	17	21	6	5	9					
Dent	15	2	9	1	15	0	16	5	0	0					
Nurs	0	5	2	13	1	15	5	36	0	1					
Pharm	9	0	0	0	3	0	0	0	0	1					
SW	9	2	13	5	3	3	0	1	5	2					
	132	9	81	21	91	32	42	48	10	13	356	75	118	25	474
%	94	6	80	20	74	26	47	53	43	57					
TOTAL	621	29	450	64	487	72	58	58	103	53	1719	86	276	14	1995
%	96	4	88	12	87	13	50	50	66	34					

In only one of the fifteen schools and colleges (Nursing) does the number of women equal the number of men (Tables 4,5). Of the 100 departments, schools, and faculties which are listed separately in the Provost's List, over half have no women on the faculty, and over two-thirds have no tenured women. Only three show more women then men: Home Economics, Women's Physical Education, and Nursing.

	Areas Without Women				
School or College	# depts.	# w/o women	%	# w/o tenured women	%
Architecture	3	3	100	3	100
Arts and Sciences	37	17	46	20	54
Business Administration	5	1	20	3	60
Education	2	0	0	0	0
Engineering	9	8	89	8	89
Fisheries	1	1	100	1	100
Forest Resources	1	1	100	1	100
Librarianship	1	0	0	0	0
Public Affairs	1	1	100	1	100
Law	1	0	0	0	0
Medicine	24	9	38	22	92
Dentistry	12	9	75	9	75
Nursing	1	0	0	0	0
Pharmacy	1	1	100	1	100
Social Work	1	0	0	0	0
	100	51	51	69	69

It is surprising to discover that the social sciences,[4] which include those disciplines professionally concerned with minority problems and social change, have a significantly lower percentage of faculty women than the University faculty as a whole (94.5% or 256 men to 5.5% or 15 women; the University is 86% men to 14% women).

---

[4]Anthropology, Communications, Economics, Far Eastern and Russian, Geography, History, Linguistics, Philosophy, Political Science, Psychology, Sociology. Where assignment to "social science" and "humanities" categories was unclear, individual departments were called.

TABLE 4

PERCENTAGES OF FACULTY WOMEN AND MEN BY RANK IN EACH SCHOOL OR COLLEGE

		% W	% M
ARCHITECTURE	F	0	100
	AC	0	100
	AS	0	100
	I	0	100
	L	0	100
ARTS & SCIENCES	F	5	95
	AC	13	87
	AS	11	89
	I	57	43
	L	53	47
BUSINESS ADMINISTRATION	F	0	100
	AC	3	92
	AS	0	100
	I	40	60
	L	40	60
EDUCATION	F	5	95
	AC	19	81
	AS	19	81
	I	100	0
	L	0	100
ENGINEERING	F	0	100
	AC	1	99
	AS	0	100
	I	0	100
	L	0	100
FISHERIES	F	0	100
	AC	0	100
	AS	0	100
	I	0	0
	L	0	100
FOREST RESOURCES	F	0	100
	AC	0	100
	AS	0	100
	I	0	0
	L	0	0
LIBRARIANSHIP	F	33	67
	AC	67	33
	AS	40	60
	I	0	0
	L	0	0

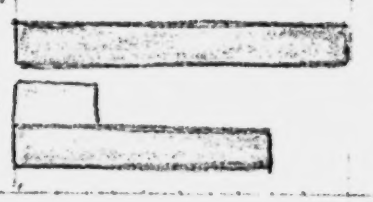
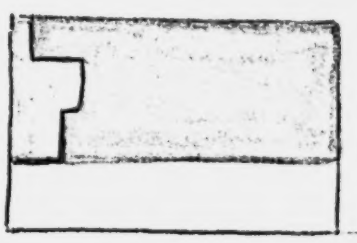
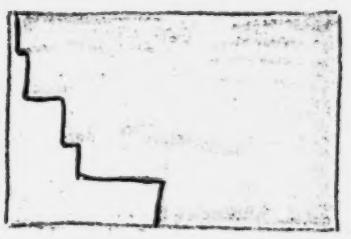
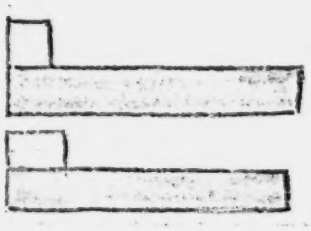
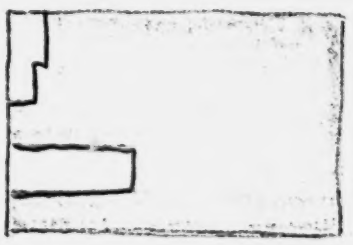
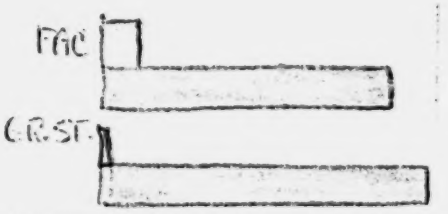
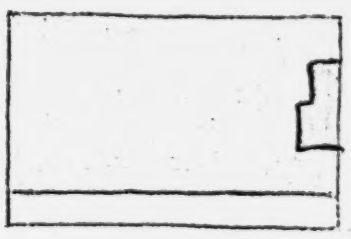
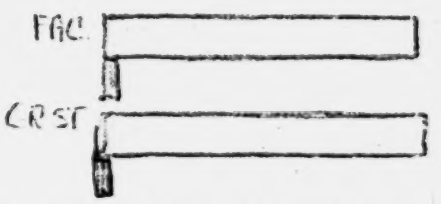
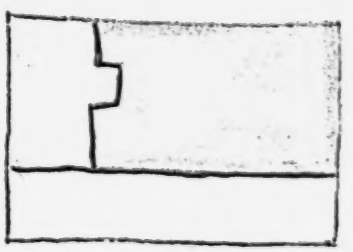
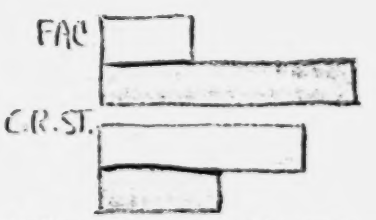
TABLE 5

PERCENTAGES OF WOMEN AND MEN FACULTY AS COMPARED WITH WOMEN AND MEN GRADUATE STUDENTS

		% W	% M
ARCHITECTURE	FAC.	0	100
	GR. ST.	15	85
ARTS & SCIENCES	FAC.	12	88
	GR. ST.	33	67
BUSINESS ADMINISTRATION	FAC	4	96
	GR. ST.	2	98
EDUCATION	FAC.	16	84
	GR. ST.	50	50
ENGINEERING	FAC.	1	99
	GR. ST.	1	99
FISHERIES	FAC.	0	100
	GR. ST.	11	89
FOREST RESOURCES	FAC	0	100
	GR. ST.	8	92
LIBRARIANSHIP	FAC	45	55
	GR ST	88	12

TABLE 4

TABLE 5

		% W	% M			% W	% M
FACAS IL		0	100	PUBLIC AFFAIRS	FAC. GR.ST. 	0	100
		0	100			21	79
		0	100				
		0	0				
		0	0				
FACAS IL		5	95	LAW	FAC. GR. ST.	9	91
		20	80			9	91
		15	85				
		0	0				
		0	0				
FACAS IL		1	99	MEDICINE	FAC. GR.ST. 	12	88
		5	95			14	86
		15	85				
		17	83				
		46	54				
FACAS IL		10	90	DENTISTRY	FAC GR.ST. 	11	89
		7	93			1	99
		0	100				
		36	64				
		0	100				
FACAS IL		100	0	NURSING	FAC. GR.ST. 	95	5
		92	8			98	2
		89	11				
		100	0				
		0	0				
FACAS IL		0	100	PHARMACY	FAC. GR.ST.	0	100
		0	0			31	69
		0	100				
		0	0				
		0	0				
FACAS IL		23	77	SOCIAL WORK	FAC C.R.ST. 	25	75
		27	73			61	39
		23	77				
		0	0				
		0	0				

As of Autumn Quarter 1969, six of the eleven departments had no women faculty at all, although there are women graduate students in every department who constitute 25.7% of the social science graduate student total (244 of 948).

In addition, "humanities" departments[5] within Arts and Sciences--traditionally considered to be tolerant of female participation--show a surprising disparity between faculty and graduate student ratios men to women.

	m:w	% women
Faculty	314/80	20
Undergraduate	883/2055	70
Graduate Students	540/558	51
MA degrees '69-'70	104/132	56
PhD Candidates "	70/31	31
PhD degrees "	29/15	34

This exemplifies an interesting pattern: in department after department, percentages of women graduate students are higher than the percentage of women faculty. Of the 51 departments with no women faculty, half (25) have from 1% to 59% women graduate students: in the 26 departments which do have women faculty members, all but 2 have a higher percentage of women graduate students than of women faculty (Electrical Engineering and Dentistry are the exceptions), and in 40% (17) of those departments the percentages of women graduate students are at least double that of women faculty members. Twelve of the fifteen schools or colleges show lower percentages of women faculty than of women graduate students (Business Administration, Law, and Dentistry are the exceptions). Situations like those in the Botany, Classics, and Sociology departments, where 35, 34, and 31% respectively of the graduate students are women, but no women are on the faculties, strongly indicates "underutilization"--women, professionally trained, are available in the work pool, but are not being hired.

Another area of interest is the Graduate Faculty (Tables 6 and 7). Appointment to this body carries with it special prestige since it implies the high degree of competence expected for research, scholarship, and the training of graduate students. In some departments, nomination to Graduate Faculty is more or less automatic for

---

[5]Art, Asian Languages and Literature, Classics, English and Comparative Literature, Drama, German, Home Economics, Near Eastern Languages and Literature, Music, Scandinavian Languages and Literature, Slavic Languages and Literature, and Speech.

TABLE 6

Graduate Faculty (Source: Graduate Study and Research Bulletin 1969)

Dept.	F		Ac		As		I		L		M	%	W	%	T
	m	w	m	w	m	w	m	w	m	w					
ARCH															
Arch	7		12		4						23	100			23
UP	8		2		5						15	100			15
	15	0	14	0	9	0	0	0	0	0	38	100	0	0	38
%	100	0	100	0	100	0	0	0	0	0					
A&S															
Anthro	10		5	1	5	2					20	87	3	13	23
Art	11	2	12	2	12						35	90	4	10	39
Asian	7		4	2	2				1		14	87	2	13	16
Astron	3		1		1						5	100			5
At Sci	7		2		2						11	100			11
Botany	6		3		2						11	100			11
Chem	16		7		3						26	100			26
Classics	3		4		1						8	100			8
Comm	6		4		4						14	100			14
Drama	5	2	5		5						15	88	2	12	17
Dr. Arts	10	1	3		2						15	94	1	6	16
Econ	9		6	1	2						17	94	1	6	18
Eng	28	1	24	2	18	3					70	92	6	8	76
FER	10		10	2	6				1		27	93	2	7	29
Gene	10		4		3						17	100			17
Geog	6		7		2						15	100			15
Geo Sci	6		6		4						16	100			16
Geophy	16		4		5						25	100			25
Germ	5		5	1	3						13	93	1	7	14
Hist	14		8	1	9	1					31	94	2	6	33
HE		2		3		3							8	100	8
Ling	3		2								5	100			5
Math	27		12	1	19						58	98	1	2	59
Music	13	1	9	2							22	88	3	12	25
NES	4		2		4						10	100			10
Ocean	8		3	1	6						17	94	1	6	18
Phil	3		3		3						9	100			9
PE	1	3	5	2		2					6	46	7	54	13
Physics	20		8		5						33	100			33
Psych	13		9	1	8	2					30	91	3	9	33
Poli Sci	9		9		6						24	100			24
Romance	9	1	6	1	9	1					24	87	3	13	27
Russian	7		4	1	2						13	93	1	7	14
Scand	3		1								4	100			4
Slavic	6		4	1	2						12	92	1	8	13
Soc	11		5		3						19	100			19
Speech	3	1	9	1	6	2					18	82	4	18	22
Zoo	14		7	1	2						23	96	1	4	24
	342	14	222	27	166	16	0	0	2	0	728	93	57	7	770
%	96	4	89	11	91	9	0	0	100	0		(87)*		(49)	

see next page

* percent of men and women on regular tenure tracking faculty

TABLE 6 (continued ~~concluded~~)

Dept.	F m	F w	Ac m	Ac w	As m	As w	I m	I w	L m	L w	M	%	W	%	T
BUS AD															
Acctng	6		6						1		13	100			13
Finance	7		4		2						13	100			13
BGS	7		2		2						11	100			11
MD	14		4	1							18	95	1	5	19
MTIB	9		5								14	100			14
	43	0	21	1	4	0	0	0	1	0	69	86	1	14	70
%	100	0	95	5	100	0	0	0	100	0		(73)		(25)	
ED	15	1	16	2	8	2	0	0	0	0	39	89	5	11	44
%	94	6	89	11	80	20	0	0	0	0		62		42	
COMPSCI	7		6		1		0	0	0	0	14	100			14
%	100	0	100	0	100	0	0	0	0	0					
ENG															
A&A	8		5		3						16	100			16
ChE	10		1		2						13	100			13
CE	18		8		6						32	100			32
EE	15		10	1	8						33	97	1	3	34
ME	12		13		5						30	100			30
MMCE	5		2		4						11	100			11
NE	1		3		2						6	100			6
	69	0	42	1	30	0	0	0	0	0	141	99	1	1	142
%	100	0	98	2	100	0	0	0	0	0		(71)		(100)	
FISH	14		5		1		0	0	0	0	20	100	0	0	20
%	100	0	100	0	100	0	0	0	0	0		(69)			
FR	15		11		1		0	0	0	0	27	100	0	0	27
%	100	0	100	0	100	0	0	0	0	0		(84)			
LIB	2	2	1	2	1	1	0	0	0	0	4	44	5	56	9
%	50	50	33	67	50	50	0	0	0	0		(67)		(100)	
PUB AFF	7		4		3		0	0	1	0	15	100	0	0	15
%	100	0	100	0	100	0	0	0	100	0		?			
LAW	16	1	1	1	2	0	0	0	0	0	19	90	2	10	21
%	94	6	50	50	100	0	0	0	0	0		(63)		(67)	
HEALTH SCI*															
Biochem	6		2		5						13	100			13
Bio St	5		4		6						15	100			15
Biomath	8		3		3						14	100			14
Comp Phys	7		3								10	100			10
Dent	13	1	12	1	9						34	94	2	6	36
Microbio	8	1	2		2	1					12	86	2	14	14
Nursing		5		14	1	9	1	1			2	6	29	94	31
Path	5		5		5	1					15	94	1	6	16
Pharmacol	3		1		5						9	100			9
Pharm	10				3						13	100			13

*only faculty eligible are those in departments (or other academic units) with graduate degree programs.

see next page

TABLE 7/6 (Concluded)

Dept.	F m	F w	Ac m	Ac w	As m	As w	I m	I w	L m	L w	M	%	W	%	T
Phys Med	1		3		1	1	2				7	87	1	13	8
Phys/Bio	7		7	2	3		4				21	91	2	9	23
Phys/Psy	5		1		1						7	100			7
Prev Med	5		5		5	2					15	88	2	12	17
Radiol	14		3		1						18	100			18
SW	8	2	9	3							17	77	5	23	22
Suro	3		5		5						13	100			13
	108	9	65	20	55	14	7	1	0	0	235	84	44	16	279
%	92	8	76	24	80	20	87	13	0	0		(39)		(27)	
TOTAL	653	27	408	54	281	33	7	1	4	0	1353	92	115	8	1468
%	96	4	88	12	89	11	87	13	100	0					

TABLE 8/7

		#	%
BASIC TEACHING FACULTY	m	1960	86
	w	310	14
GRADUATE FACULTY	m	1353	92
	w	115	8
PERCENT IN BASIC TEACHING FACULTY NOMINATED TO GRADUATE FACULTY	m	—	69
	w	—	37

all regular faculty members; in other departments, prestige outweighs purely functional definition, and nomination is elitist. As the tables indicate, the proportion of women nominated to Graduate Faculty status is much lower than that of men (37.09% to 69.03%). Forty-two of the 76 departments (55%) have no women at all.

These numbers show clearly the absence or role models for women students--a factor which will be discussed more fully in the second part of this report to be published at a later date. The numbers also demonstrate that at UW, as elsewhere, women are concentrated in the low-paying, low-ranking jobs with the least security (women constitute only 8% of the tenured faculty), and are neither hired nor promoted according to availability.

B. Availability for Hiring

According to the US Office of Federal Contract Compliance, "availability" is the presence of trained women in the community as well as that of women who already work within the institution.

Certainly the disproportionate scarcity of women in high ranks of the faculty could be remedied by promoting qualified individuals from the lower ranks. At present, rules and conventions prevent this from occurring on the basis of merit (see section on Nepotism).

Most explanations of the overall paucity of women on the UW faculty have been in terms of the lack of qualified women available. One way to evaluate such an explanation is to examine the number of women in the "hiring pool" from which departments in the University recruit faculty. The next three tables present three indicators for number of women PhD's in UW's hiring pool. Table 8 presents the numbers of men and women who earned degrees from the 11 leading American universities in 25 fields over two five-year intervals. Table 9 shows percentages of doctorates awarded to women in selected fields during academic year 1967-68. Table 10 documents percentages of doctorates earned by UW women in 1969-70. Since 8% of the present faculty (161 men and 24 women) earned their PhD's from UW, people who have recently received doctorates from UW can be considered part of the hiring pool. Recruitment among doctoral candidates would provide the University with additional resources.

These tables illustrate that, although percentage and numbers vary from field to field, many pools offer substantial proportions of women. Certain variables such as hiring criteria other than the PhD and the ability of UW to attract talented women must be kept in mind, but it is difficult to believe that no women of distinction appeared in these pools, that no woman of excellence could be found in Anthropology and Psychology (whose pools are proportionately large), or that no woman of distinction could be attracted to join departments at UW where in Autumn 1969 there were no tenured women. If efforts were made to recruit qualified women as well as men, the University could approach representation of the sexes proportionate to availability.

TABLE 8

Earned PhD Degrees From Leading Universities (By Sex)[a] → cuntr

Academic Area	Top 11 Universities 1955-60[b] M	F	Top 11 Universities 1962-67 M	F
Humanities				
Classics (Latin & Greek)	72	9	128	34
English and Literature	681	133	881	239
French	100	56	102	66
Spanish	60	18	71	18
German	51	14	105	29
Philosophy	223	17	299	28
Social Sciences				
Anthropology	177	38	281	71
Economics	513	23	674	34
Geography	137	15	183	14
History	619	74	871	118
Political Science	453	29	548	62
Psychology	685	151	624	174
Sociology	285	47	350	63
Physical Sciences				
Astronomy	56	8	146	10
Chemistry	1244	71	1483	120
Geology/Geophysics	437	9	506	11
Mathematics	439	28	796	39
Physics	841	23	1460	30
Biological Sciences				
Microbiology	163	21	185	41
Biochemistry	184	30	266	57
Biology (General)[c]	140	26	165	36
Zoology	269	51	240	45
Botany	171	34	201	32
Pharmacology	53	4	96	16
Physiology	81	11	98	13

[a]Statistics from Women in the University of Chicago: Report of the Committee on University Women, May 1, 1970, p. 67. Entries represent total number of PhDs granted in each five-year period by the ten top-ranking universities, plus the University of Chicago. Quality rankings for 1955-60 are from H. Keniston, Graduate Study in the Arts and Sciences at the University of Pennsylvania (Philadelphia: 1959). Quality rankings for 1962-67 are from A.M. Cartter, An Assessment of Quality in Graduate Education (Washington, D.C.: 1966). Number of degrees taken from Earned Degrees Conferred: Bachelor's and Higher Degrees (Washington, D.C. Government Printing Office, annually 1955-56 through 1966-67).

[b]The universities referred to vary from one field to the next and from one time interval to the next.

[c]Quality rating for Zoology used for General Biology degrees.

TABLE 4

Percentage of Doctorates Awarded to Women in Selected Fields in 1967-68 (Source: Earned Degrees Conferred (Washington, D.C., Government Printing Office) Part A - Summary Data, Office of Education, OE-54013-68-A.)

Humanities	
English & Literature	27.4%
French	38.1%
Italian	18 %
Spanish	31.7&
Philology & Literature of Romance Languages	35.8%
German	23.9%
Journalism	15.6%
General Arts	25 %
Music	14.5%
Speech & Drama	18.5%
Fine and Applied Arts	34 %
Social Sciences	
Linguistics	20.6%
Philosophy	9.1%
Psychology	22.5%
Anthropology	23.9%
History	13 %
Political Science	11.4%
Sociology	18.5%
Social Work	22 %
Economics	5.8%
Library Science	31.8%
Education	
Mentally Retarded	44.4%
Deaf, Speech, Hearing	23.8%
Art Education	34 %
Music Education	11 %
Early Childhood	100 %
Elementary	42.4%
Secondary	17 %
Adult	21.4
Administration	8.2%
Counseling/Guidance	20.9%
Rehab. Counselor	23 %
History & Philosophy	19.2%
Curriculum/Instruction	24.5%
General Education	18.7%
Educational Psych.	28.4%
Physical Science	
Mathematics	6 %
Chemistry	8 %
Biological Science	
General Biology	29 %
General Zoology	14.8%
Microbiology, Virology, Mycology, Parisitology, and Bacteriology	18 %
Biochemistry	22.3%
Pharmacology	14.1%
Pharmacy	10 %

TABLE 10

Percentage of Doctorates Earned by Women at the University of Washington in 1969-70 (Source: Program of Exercises, Ninety-Fifth Commencement [unrevised; official numbers from the Graduations Office were not broken down by field.)

Humanities(Arts & Sciences)	
Asian Language/Literature	50 %
English and Comp Lit	32 %
Germanic Lang/Lit	67 %
Music	16 %
Romance Lang/Lit	75 %
Social Science (Arts & Sciences)	
Anthropology	25 %
Political Science	28 %
Psychology	10 %
Sociology	13 %
Physical Science (Arts & Sciences)	
Atmospheric Sciences	25 %
Chemistry	6 %
Biological Science (Arts & Sciences)	
Zoology	18 %
Education	16 %
Medicine (M.D.)	11 %
Law (J.D.)	5 %

center on page

Moreover, evidence suggests that women in some fields should be represented in higher proportions than that of degrees earned on the grounds that women are more often employed by educational institutions than are men: 2/3 of men with PhD's work in education, 4/5 of women. Women are more likely to earn a PhD in the humanities than in science, therefore more likely to be teaching rather than working in industry. In 1966, for example, 17.4% of the doctorates in the humanities and social sciences went to women although only 11% of all PhD's awarded went to women.[6]

C.Hiring

Due to inaccessibility of the required information, no systematic study of hiring was possible. There seems to be wide discretionary decision-making among deans, department chairmen, and departmental committees, with few standardized criteria and many differing procedures. Some data were available from public sources, however.

An examination of the Provost's List showed 209 individuals were newly hired as of Autumn Quarter 1969. Of there, 79% (165) were men, 21% (44) were women. Excluding Home Economics, Nursing, and Physical Education, the figures were 89% (164) men, 11% (20) women. The "new hires" were distributed among the academic ranks as follows:

Rank	women	% of women		men	% of men	
Full Professor	2	4.55	34.09	11	6.71	83.54
Associate Professor	0	0.00		29	17.07	
Assistant Professor	13	29.54		98	59.76	
Instructor	24	54.55	65.91	17	10.37	16.46
Lecturer	5	11.36		10	6.09	
	44	100.00		165	100.00	

Women were hired, on the average, one rank lower than were men. Similarly, a study of psychology departments nationwide uncovered the same pattern. Heads of 115 psychology departments read paragraphs describing job applicants with either male or female names, rated the candidates according to their desirability, and indicated at what level they would be offered a position. The pairs of de-

---

[6]Jacquelyn A. ~~Hetfield~~ Mansfield and Carolyn G. Van Aken, eds. Women and the Scientific Profession (Cambridge, Mass 1965), p. 63. Quoted in "Report of the Committee on Discrimination Against Women Faculty," Barnard Alumnae (Spring 1970), pp. 12-13.

scriptions were identical except for the applicant's sex. Women were offered lower levels of appointment than men for 7 of 8 paragraphs and were rated less desirable for 6 of 8 paragraphs.[7]

Since decisions regarding hiring rest in the hands of individuals who may act on the basis of personal opinions or prejudices, qualified women may be excluded because of myth more often than in structured situations.

1. Myth: Numbers of PhDs going to women don't matter since women don't use their degrees.

   Reality: A 1970 study of 1,979 women ten years after they received their degrees showed that 91% were working, 81% full-time, and 79% had not interrupted their careers during the decade. In contrast, only 69% of the men studied were working full time.[8]

2. Myth: Women are unstable; they get sick (pregnant), quit their jobs more often than men.

   Reality: According to the 1968 figures of the Department of Labor Women's Bureau, the sick-leave (including pregnancy leave) and turnover rates for women are in fact slightly lower than those of men with the same occupation and income.[9]

   Other studies have concluded that the more training a woman receives and the better her job, the more likely she will be working full-time, even if she has children.[10] Academic women are also more likely to remain single, and to have small families if they do marry.[11]

Myths can be reversed to fit the situation. One woman told an interviewer that she had been offered positions by other universities but had turned them down in favor of long-term involvement with UW. A male colleague criticized her decision, saying: "You women are so immobile. You get somewhere and stay there forever."

In another university it was found that department chairmen

---

[7] Linda Fidell, "Empirical Verification of Sex Discrimination in Hiring Practices in Psychology," (in press, American Psychologist). Described in "Women in Psychology, A Fact Sheet Prepared by the Association for Women Psychologists," September 1970.

[8] Helen Astin, The Woman Doctorate, 1970, quoted by Malcolm J. Scully, "Women in Higher Education Challenging the Status Quo," The Chronicle of Higher Education (February 9, 1970), pp. 2-5.

[9] Facts About Women's Absenteeism and Labor Turnover, August 1969.

[10] see note 8.

[11] Women and the Scientific Profession, p. 75 and Womanpower, National Manpower Council (New York, 1967), p. 75.

did not consider out of town married women on the assumption that their husbands would not move; they hesitated to offer an appointment to a woman whose husband was an academic unless a position was ready for him, a practice not followed in the reverse situation. They were also concerned that the wife might make more money than her husband.[12]

An important area where sex discrimination appears is the informal and sometimes semi-secret "grapevine" of job information that extends from department to department across the country. "The cliche opening, 'Do you know a good man for the job?' results in continuous but largely unconscious discrimination against women."[13] The"grapevine" is largely based on friendship; "...because men generally have other men as frineds, and because women are such a small proportion of any profession that their communication networks are usually inadequate, predominant use of informal channels for recruitment and other professional activity will leave women at a serious disadvantage."[14] Many women's groups are demanding adherence to the Office of Federal Contract Compliance's stipulation that all job openings be openly advertised to insure equal access; this is even more necessary at the present, when an oversupply of PhD's further militates against the hiring of women.

D. Promotion

As with hiring, only limited research was possible in the area of promotion due to lack of public information. What data were available proved very suggestive.

The Faculty Index in the 1970-72 Bulletin includes the following information after every name: date of hire, date of last promotion, current position, degrees with dates earned, and the institution granting last-named degree. The number of years to promotion could not be computed for full and associate professors, since the interval between date of hire and date of last promotion may have included one or more interim promotions. Therefore, analysis was limited to individuals with PhD's who held the rank of assistant professor in 1969-70 (excluding visiting, acting, affiliate, and research faculty). The tables below show number of years before promotion by sex, controlling for whether faculty member came with or without PhD and for academic rank at which faculty member was hired. They all indicate that, at this level, female faculty wait about twice as long before promotion as male faculty.

---

[12] Women in the University of Chicago: Report of the Committee on University Women, May 1, 1970, p. 18.

[13] Ann Sutherland Harris, Testimony Before the Special House Subcommittee on Education, June 16, 1970.

[14] Women in the University of Chicago, p. 113, note to p. 4.

1. Hired below rank of assistant professor

   a. without PhD (promoted after PhD earned)--17 men, 6 women. Average time between degree completion and promotion to assistant professor:

      women = 3.67 years
      men = 1.12 years

   b. with PhD--41 men, 14 women. Average time between date of hire and promotion to assistant professor:

      women = 4.57 years
      men = 2.52 years

2. Hired as assistant professor

   a. without PhD--30 men, 2 women.
   b. with PhD--250 men, 22 women.

3. Average time at assistant professor rank since hire or promotion:

   a. for those with PhD at date of hire:

      women = 2.89 years
      men = 1.76 years

   b. for all individuals (for those hired without the PhD, years represent years since degree was completed):

      women = 2.90 years
      men = 1.69 years

Important bases for promotion at major universities, such as UW, are productivity measured by number of publications, and presence of job offers from other institutions.[15] Three reasons, therefore, for the association between sex and length of time for promotion shown above might be:

1. Women publish less.
2. Women receive fewer outside offers.
3. Women experience discrimination in promotions at this University.

Data were not available during this investigation to ascertain the relative importance of the first two factors at UW. It is possible, however, to comment on the relative likelihood and basis of each of these alternatives. With respect to publication, previous

---

[15]Whether publication should be of heavy significance in assessing an individual's professional quality and whether greater weight should be given to teaching ability and social contributions are discussions not within the scope of this report. It will be assumed that publication is a valid criterion for promotion.

research sheds light on differences by sex: Simon, Clark, and Galway carried out productivity investigation on a nationwide basis and discovered that married women PhD's employed full-time published slightly more than men PhD's.[16] Moreover, in a 1968 study of 600 academicians on graduate faculties, it was found that sex accounted for 1% or less of the variance in academic productivity in three fields.[17]

There is reason to believe that some of this very small difference in productivity might be attributable to discrimination by those who evaluate articles submitted for publication where evaluation is not anonymous. In a recent study, identical professional articles from each of six fields were collated into two booklets--one under men's names, the other under women's--and submitted for review and criticism. It was found that the same article received significantly lower ratings when it was attributed to a female author, even when the articles were in "women's fields" such as dietetics and elementary school education.[18]

Another reason for difference in productivity may be that women are less likely to be nominated to Graduate Faculty status and therefore do not have the assistance of graduate students in their research projects.

"Recent analysis...of the careers of men and women holding PhD's further underlines sharp differences in ascending the academic ladder to a full professorship: confining attention to men and women who have spent twenty years in academia and who hold PhD's in the social sciences, Harmon shows that 90% of the men had reached a full professorship, something achieved by only 53% of the single women and 41% of the married women. It is also clear from these data that it is sex and not the special situation or responsibilities of married women that makes the greatest difference in career advancement."[19] Further research on women faculty at UW can utilize vitae filed with college deans to investigate whether a similar pattern exists here, whether delayed female promotions are due to lower productivity or fewer outside offers. If longer waits for female faculty promotion are due to less frequent outside offers, the women faculty face a peculiar problem: because of sex discrimination at other universities, women are less likely to receive outside offers, and thus find a secondary discrimination in promotion here.

---

[16]Quoted by Graham, "Women in Academe", p. 1286.

[17]Pearsonian r=.13 for math and political science, r=.03 for chemistry. L.L. Hargens, The Social Context of Scientific Work, unpublished doctoral dissertation, University of Wisconsin, Madison, 1970.

[18]Research by Philip Goldberg in 1968; quoted by Sandra L. and Daryl J. Bem in "Case Study of a Nonconscious Ideology: Training the Women to Know Her Place." Beliefs, Attitudes, and Human Affairs, ed. D. Bem,(Belmont California, 1970).

[19]Alice S. Rossi, "Cradles, Jobs, or Rocks," Atlantic Monthly, (March, 1970). Quotation distributed by Women's Equity Action League, in pamphlet "Sex Discrimination in Universities and Colleges."

E. Salary

Inspection of an anonymous computer run of academic personnel salaries as of May 29, 1970 provided perhaps the most revealing data for this report. All figures which appear below and in Tables 11 and 12 have been controlled for full-time employment, and represent monthly incomes.

	men		women		
	mean salary	ave. yrs. at UW	mean salary	% of male	ave. yrs. at UW
All-university academic personnel (faculty, subfaculty,[20] administration):	$1265.65	--	$ 929.98	73	--
Teaching Faculty	1607.50	11	1181.36	73	11
Deans	2534.21	--	2167.00	86	--
Department Chm.	2272.40	--	1821.66	80	--
Ranks: (BTF)					
Full Prof.	2068.86	16	1688.52	82	20
Assoc. Prof.	1500.08	12	1336.39	89	19
Asst. Prof.	1237.68	5	1164.88	94	8
Instructor	1137.48	3	865.66	76	5
Lecturer	1133.22	8	1025.31	~~77~~ 90	9

Salaries by Schools and Colleges

	men		women	
	mean faculty salary (mo.)	mean salary incl. subfac.	mean faculty salary (mo.)	mean salary incl. subfac.
Architecture	*[21]	$1314.74	-217.81	$ 983.15
Arts & Sciences				
Humanities	$1445.96	1266.81	$1239.09	1037.58
Soc. Sci.	1646.29	1373.87	1225.80	904.58
Natural Sci.	1668.28	1388.79	1249.95	879.58
Business Adm.	1696.79	1482.18	1157.42	1157.42
Education	1524.21	1378.56	1122.98	1055.24
Engineering	*	1661.96	-28.39	1436.00

---

[20] TAs, RAs, other pre-doctoral appointments.

[21] The Provost's Office has asked that nothing be published which would isolate an individual's salary; for that reason, where only one person is employed in a category, the opposite sex's ~~average~~ is replaced by an asterisk (*) and the difference is printed. In the following breakdown by academic rank, where only two individuals are employed in a category, the symbol (@) replaces "range of salaries."

Fisheries	1613.15	1540.46	---	1040.00
Forest Res.	1503.79	1444.99	---	---
Librarianship	1463.33	1463.33	1333.21	1267.55
Law	2177.09	2188.45	1305.00	1305.00
Public Affairs	1862.18	1682.61	---	725.00
Health Sciences				
Pharmacy	*	1615.00	-177.00	1029.20
Social Work	1543.00	1579.34	1455.93	1439.17
Medicine	1735.69	1396.52	1134.79	894.75
Dentistry	1506.86	1323.47	1078.05	1002.08
Nursing	1598.73	1598.73	979.70	992.30

Salaries by Academic Rank (excludino deans)

	men			women		
	mean salary	range	ave yrs at UW	mean salary	range	ave yrs at UW
Full Prof.						
Arch.	$2010.92	2054-1650	14	----	----	----
A & S	2095.76	3264-1392	16	$1753.27	2167-1335	19
BA	2043.50	3234-1556	16	----	----	----
Ed	*	2150-1475	12	-19.59		28
Engin.	1993.64	3000-1478	14	----	----	----
Fish	1883.80	2084-1400	13	----	----	----
FR	1761.13	2005-1510	12	----	----	----
Lib	*		14	-316.00		23
Comp.Sci	2542.46	3112-1752	11	----	----	----
Pub Aff	2178.00	2780-1750	10	----	----	----
HS:						
Phm.	1877.80	2010-1616	24	----	----	----
Med	2140.09	4054-1000	15	----	----	----
Dent	1846.85	2737-1500	14	1125.00	@	17
Nurs	----	----	----	1609.00	2221-1265	17
SW	1843.55	1969-1614	13	1737.00	1860-1614	23
Assoc. Prof. (none in Pharmacy)						
Arch	1487.78	1833-1338	10	----	----	----
A & S	1432.67	2334-1028	11	1350.47	1657-860	13
BA	*		6	-295.95		24
Ed	1581.18	1844-1239	8	1392.22	1560-1210	14
Engin	*		13	+103.63		9
Fish	1588.36	1724-1244	7	----	----	----
FR	1305.01	1504-1017	7	----	----	----
Lib	*		4	-289.00		4
CS	1812.94	1835-1760	13	----	----	----
Law	*		4	-454.50		3
PA	one man		8	----	----	----
HS:						
Med	*	3571-1084	8	-441-80		29
Dent	*	2042-1542	15	-199.89		11

Nurs	1929.09	2120-1910	5	1220.70	1412-972	12
SW	1510.30	2250-1125	6	1416.39	1534-1242	11
Asst. Prof.						
Arch	1227.96	1284-1113	4	----	----	----
A & S	1173.21	1469-900	4	1153.63	1313-958	6
BA	1416.75	1523-1334	3	----	----	----
Ed	1350.75	1600-1072	5	1336.75	1542-1160	2
Engin	1256.97	1794-988	6	----	----	----
Fish	1097.66	1192-1028	2	----	----	----
FR	1174.00	1204-1130	5	----	----	----
Lib	1269.75	1331-1200	3	1158.00	@	4
CS	one man		1	----	----	----
Law	*	1650-1097	2	-257.00		3
PA	one man		4	----	----	----
HS:						
Phm	1348.66	1396-1254	4	----	----	----
Med	1361.76	2841-125	4	1362.93	2380-646	8
Dent	1265.63	1543-460	4	----	----	----
Nurs	+585.35		1	*	1159-870	7
SW	1199.66	1294-1117	4	----	----	----
Instructor (none in BA, Fish, FR, CS, Phm, PA, Ed, Lib)						
Arch	one man		3	----	----	----
A & S	1015.76	1167-778	3	982.41	1112.50-778	3
Engin	one man		4	----	----	----
HS:						
Med	1238.90	2105-834	2	1070.52	1167-975	4
Dent	1075.75	1250-887	2	833.42	973-750	6
Nurs	1461.88	1668-1250	2	823.52	943.764	4
SW	----	----	----	one woman		?
Lecturer (none in CS, Law, and Dent)						
Arch	*	1594-929	2	-68.02		1
A & S	1135.50	2021-720	10	1017.50	1470-750	8
BA	1113.55	1417-840	2	1086.80	1334-1000	2
Ed	1054.96	1580-818	4	1129.68	1168-892	3
Engin	1052.11	1562-525	5	----	----	----
Fish	one man		1	----	----	----
FR	one man		3	----	----	----
Lib	----	----	----	one woman		1
PA	one man		5	----	----	----
HS:						
Phm	----	----	----	one woman		?
Med	1004.00	1588-578	9	896.72	1026-703	7
Nurs	----	----	----	one woman		10
SW	1110.83	1665-1000	2	1225.38	1400-1116	2

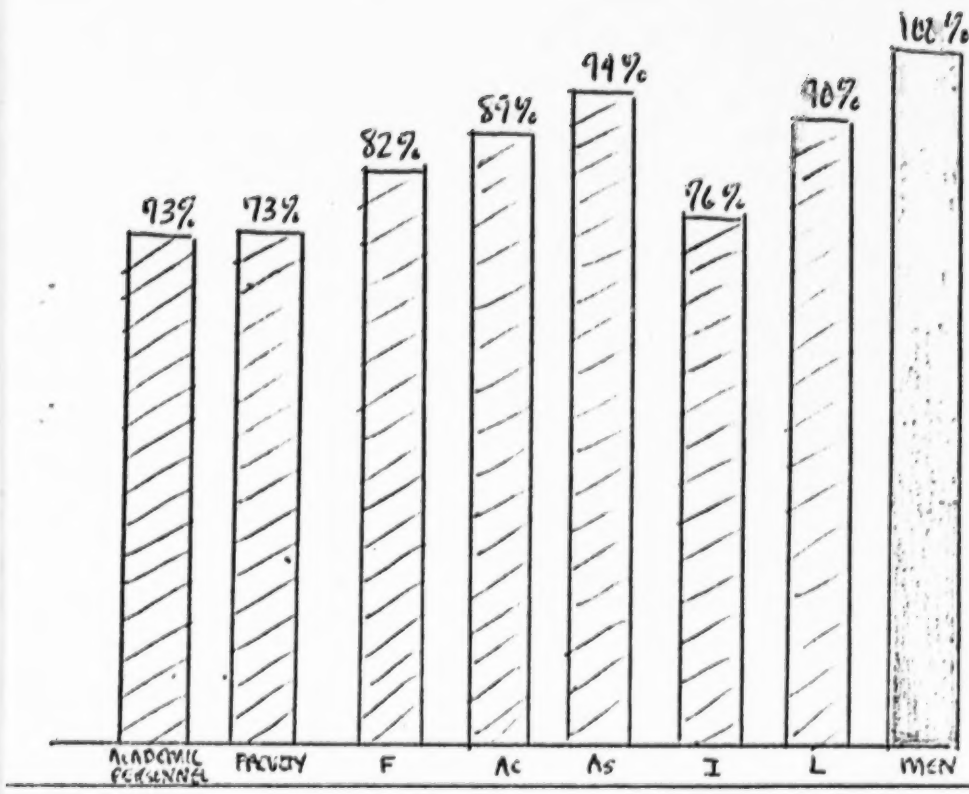
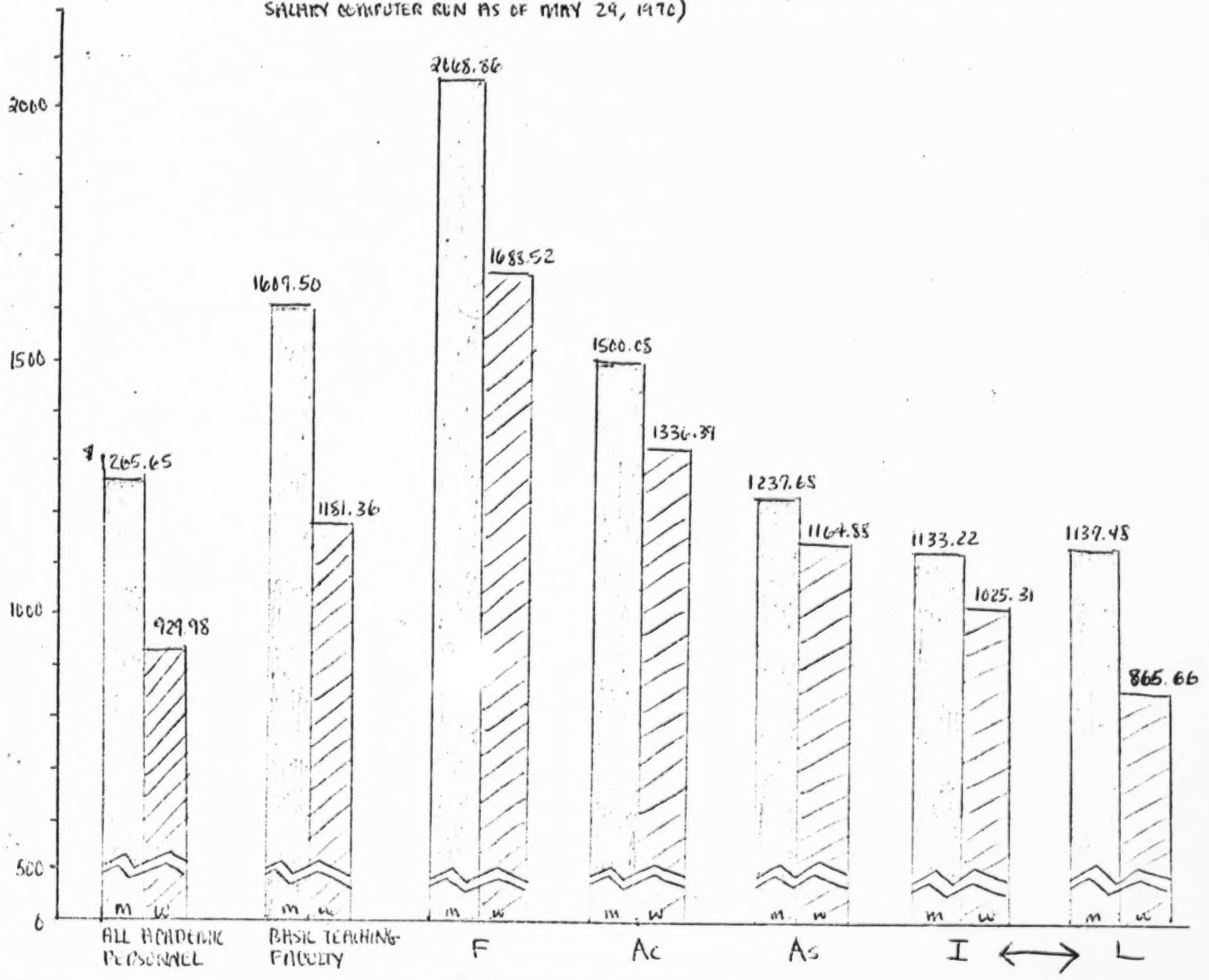


TABLE 12

WOMEN'S SALARIES BY GROUP AND RANK REPRESENTED AS PERCENTAGES OF THE MENS SALARY IN EACH GROUP AND RANK. (MEN'S SALARY IS GIVEN AS A CONSTANT 100% ; ALL PERCENTAGES REPRESENT MEANS AVERAGE MONTHLY SALARY.)

TABLE 13

MEAN AVERAGE MONTHLY SALARIES BY RANK AND SEX (SOURCE: ACADEMIC PERSONNEL SALARY COMPUTER RUN AS OF MAY 29, 1970)



It appears from the raw data that those persons holding double (joint) appointments receive slightly higher total salaries. Women hold fewer of these double appointments (membership on the faculties of two departments, schools, or colleges) than do men. As of Autumn Quarter 1969, 89% of double appointments went to men (62/8); 5 of the 8 women were in Home Economics or Nursing.

F. Channeled Fields

Certain areas of study, primarily service fields and applied social science, are traditionally considered "women's professions." At UW there are seven: Librarianship (88% of graduate students are women), Social Work (61%), Home Economics (100%), Nursing (98%), Women's Physical Education (100%), Education (50%), and Dental Hygiene (100%). Nevertheless, men outnumber women on the faculties of Librarianship, Social Work, and Education, where they also occupy the deanships.

Dept.	F		Ac		As		I		L		M	%	W	%	T
	m	w	m	w	m	w	m	w	m	w					
Dental Hygiene	0	0	0	1	0	0	0	5	0	0	0	0	6	100	6
Education	19	1	21	5	22	5	0	1	1	0	63	84	12	16	75
Home Economics	0	2	0	3	0	8	0	3	0	6	0	0	22	100	22
Librarianship	2	1	1	2	3	2	0	0	0	0	6	55	5	45	11
Nursing	0	6	1	12	3	25	0	41	0	0	4	5	84	95	88
PE-Women	0	3	0	5	1	2	0	3	0	0	1	7	13	93	14
PE-Men[22]	1	0	6	0	2	0	0	0	1	0	10	100	0	0	10
Social Work	10 / 32	3 / 16	16 / 45	6 / 34	10 / 41	3 / 45	0 / 0	0 / 53	0 / 2	0 / 6	36 / 120	75 / 44	12 / 154	25 / 56	48 / 274

	F		Ac		As		I		L				
	m	w	m	w	m	w	m	w	m	w	M	W	T
All-U Total	683	32	535	68	592	98	103	72	47	40	1960	310	2270
minus	32	16	45	34	41	45	0	53	2	6	120	154	274
	651	16	490	34	551	53	103	19	45	34	1840	156	1996
All-U %	96	4	89	11	86	14	59	41	54	46	86	14	
Corrected %	98	2	93	7	91	9	84	16	57	43	92	8	

[22] In order to obtain equitable percentages, the channeled field for men is included here.

The difference in percentages above shows that if"channeled fields" (fields into which women are directed) are subtracted, the extent of women's academic participation at UW is substanitally limited.

G.Positions of Power

Women constitute 14% of the faculty. According to the Directory of the University Senate 1969-70 and the Provost's List, faculty women are distributed in positions of power as follows:

	m	w	
1. Faculty Senate			
a. Executive Committee	16	2	
b. Membership of Senate	117	12	(7 in channeled fields)
c. Committee Chairmen	85	3	(all in channeled fields)
d. Committee Membership[23]	13	2	(1 term expires in 1970)
	231	19	

Women constitute 9.31% of Senate membership, 13.33% of Senate Committee membership.

2. Faculty Council			
a. Chairmen	5	1	(term expires in 1970)
b. Membership	49	2	(both terms expire in 1970)

Women constitute 3.92% of the Faculty Council membership, although 10.99% of all applications and recommendations to this body were for women. (1969-70; Office of University Committees)

3. Department Chairmen	85	3	(all in channeled fields)
4. Deans	15	1	(Nursing)
5. Associate Deans	26	2	(1 in Nursing)
6. Assistant Deans	10	1	(Nursing)
	136	7	= 4.89%
without channeled fields	= 1	=	.74%

H. Research and Special Facilities

As the Bulletin explains, "Some academic or research activities and facilities are of general significance in all or many fields of knowledge throughout the university." (p. 53) Women are represented among the administrators of these in a proportion of 3.85%.[24]

---

[23] No membership lists were available for 6 ad hoc committees and subcommittees.

[24] Bulletin, pp. 53-58.

	M	W
Exectutive Directors	1	0
Directors	30	2
Associate Directors	6	0
Assistant Directors	8	0
Supervisors	1	0
Managers	2	0
Administrators	1	0
	50	2

I. Nepotism and Part-Time Employment

A regular complaint of women in academic life concerns the punitive effect of nepotism rules; given the assumption of our society that it is acceptable for husbands to put their careers first, but not for wives to do the same, nepotism rules nearly always mean that the wife, not the husband, is denied employment. UW's "Nepotism Statement" reads as follows (Statement quoted in full):

> In the appointment of its faculty and staff members the University seeks those persons most qualified to fulfill the institution's teaching, research, and service obligations.
>
> Accordingly, members of the same family may be appointed to University faculty and staff positions when it has been determined that they are the most qualified candidates for the positions.
>
> The University recognizes, however, that there are certain circumstances when members of the same family should not be appointed in order to preclude any embarrassment or potential conflicts for the institution, the departments, or the individual faculty or staff member. Therefore, members of the same family should not be employed: (a) in the same department or under the direction of the same faculty member or department head; (b) where one of the family members may supervise or make recommendations regarding the appointment details of the other, or have access to confidential material concerning the other; (c) or when one member of the family holds a major administrative position.
>
> The above restrictions apply to any parent-child, spouse, sibling, or in-law relationship.
>
> Although these limitations are primarily directed to permanent faculty and staff appointments, they are also applicable to part-time or temporary appointments including student employment.

Exceptions to the above restrictions may be requested when critical services of an individual are involved. There is, however, no commitment that an exception, once granted, will not be withdrawn upon regular review.

In requesting an exception to the above ruling, use the University form UW-1020 Request for Approval to Employ Under the Nepotism Rule. Request for a waiver of the nepotism rule requires approval of the Vice-President for Academic Affairs. Those involving a member of the staff as either the applicant or the relative require a recommendation from the Director of Personnel Services before they are submitted to the Vice-President for Academic Affairs.

Twenty of the twenty-three faculty exceptions granted to pairs of people on campus as of August 3, 1970, were to married couples. In every one of these twenty cases, the wife is in a rank below her husband, and with one exception (Instructor) the wives are in positions without access to tenure (3 Research Associates, 8 Lecturers, 2 Associates, 1 Research Instructor, 1 Assistant, 1 Assistant Professor without tenure, 2 in "acting" appointments, 1 part-time Instructor; altogether 5 of the twenty appointments are part-time).

Regardless of what the Nepotism Rule was intended to accomplish, its present effect is categorically to exclude people on the basis of their family relationships without consideration for their individual abilities. This constitutes an inequitable and discriminatory situation, inconsistent with the philosophy of allowing for maximum individual development and opportunity.

Another administrative obstacle to promotion and tenure for women is the part-time appointment. Eleven percent of part-time appointments at UW are filled by women. Ann Sutherland Harris found that in most universities the men who held part-time appointments were employed full-time somewhere else, while for most women the part-time appointment was the only position held. She found that women with part-time positions carry heavier loads than men in the same situation, and that some teach as many hours as regular faculty. "The administrations and faculties of universities know, in fact, that academic men often marry academic women, and that faculty wives provide a good captive labor market, seldom in a position to demand the full-time position that they deserve because they cannot threaten to leave and go elsewhere....Apart from women working in the administration, part-time women faculty are, I believe, the most financially exploited group of women in academe. The women at the University of Pittsburgh worked out that by working for lower salaries than those men with their qualifications would receive, they were saving the University $2,500,000 a year."[25]

---

[25] Testimony, p. 28.

At UW part-time appointments do not have the status or fringe benefits of full-time appointments, are usually without presumption of tenure, and are often poorly paid. It appears also that if an individual is in an otherwise insecure position ("acting," "visiting" appointments) a full-time job may be changed to part-time in the next yearly contract whether or not the individual wishes such a cut.

III. STAFF WOMEN

The following study is based on payroll data obtained from the University in the form of a computer run. Individual salary and date of hire were listed within each occupational code, without reference to name, and with a breakdown by sex.

Staff personnel are generally thought of as belonging to two categories--exempt staff and classified staff. For purposes of clarity this report includes a third, which is referred to as academic staff, and which consists of all positions not specifically assigned to exempt or classified staff.

Tables 1 and 2 apply to all occupational codes within exempt and classified staff, and bear no reference to academic staff. In Table 10 all staff classifications are included.

Promotional information was not available in computerized form, thus it was necessary to gather such information manually. This was done on a selected basis in the case of classified staff, and findings are included in that section.

A. Exempt Staff

Positions within the exempt staff represent those permanent monthly classifications which are exempted from coverage under the Higher Education Personnel Law (a state-wide civil service system) and include the following: executive heads of major administrative divisions; persons appointed to professional research positions (i.e. physicists, oceanographers); persons appointed to positions involving continuing education activities.

For budgetary purposes, each exempt staff position has been assigned an occupational code of the series one-thousand, with numbers ranging from 1001 to 1998. There are within this classification, however, only 211 separate codes or positions. Table 3 shows overall income average for the 1000 series; Table 4 illustrates the distribution of women and men within the 1000 series; and Table 5 compares salary and time in service for those positions in which both women and men work.

When compared with the classified staff, it is clear that exempt staff positions are far more lucrative, and in terms of the bureaucratic hierarchy are second from the top. Yet women constitute only 23% of this upper level.[1]

---

[1]Those considered to be at the "top" of the bureaucratic hierarchy are positions within academic administration, which constitutes one section of academic staff. For comparison see Tables 2 and 10.

TABLE 1

Average Salary and Time in Service--Exempt and Classified Staff
(Source: computer run of staff salaries as of May 29, 1970 obtained from the Provost's Office and the Office of Personnel Services)

	Employee Count	Mean Average Salary (Mo.)	Average Time in Service
Women:	3,482.17	$555.65	5 years
Men:	2,439.83	777.73	4 years

(TABLE 2 on separate page)

TABLE 3

Average Salary and Time in Service--Total Codes 1000 Series
(Source: computer run of staff salaries as of May 29, 1970.)

	Mean Average Salary[a]	Average Time in Service[b]
Women:	$ 804.57	7 years
Men:	1090.99	5 years

Average monthly salary differential $\frac{M}{W}$ = $286.42

Average yearly salary differential $\frac{M}{W}$ = $3,437.04

---

[a]Employee count: women = 147.59; men = 492.91; Total = 640.50. Salary average reflects percent of time.

[b]Control factors: (a) Service date of 1969 figured as one year regardless of month of entry--consistent for both men and women. (b) 1970 figured as 0 years (no time) regardless of month of entry--consistent for both men and women. (c) Where no service date was entered, average of remaining entries was used--consistent for both men and women.

TABLE 2

Occ. code[a] Series	Ave. mo. salary all personnel	# women in series	Ave. salary women	% women in series	% women total staff	# men in series	Ave. salary men	% men in series	% men total staff
I000	$I024.99	I47.59	$804.57	23	3	492.9I	$I090.99	77	2I
2000	796.74	2I7.74	7I6.74	66	6	II2.50	952.75	34	4
8000	775.03	0	0	0	0	434.90	775.03	I00	I7
3000	735.0I	884.72	698.64	75	23	297.05	843.34	25	I3
4000	636.77	203.95	509.00	32	5	425.43	698.02	68	I7
7000	500.I2	463.98	434.68	42	I3	645.29	547.25	58	26
5000	486.44	I923.I9	486.72	98	50	3I.75[b]	469.77	2	2

[a]Arranged in descending order of average monthly salary--all exempt and classified staff personnel.

[b]Salary averages here, as in all other places on the table, reflect percent of time. It is interesting to note, however, that 5I% of male employees in code series 5000 work less than full time, as compared to I9% of female employees.

TABLE 4

DISTRIBUTION OF WOMEN AND MEN WITHIN EXEMPT STAFF

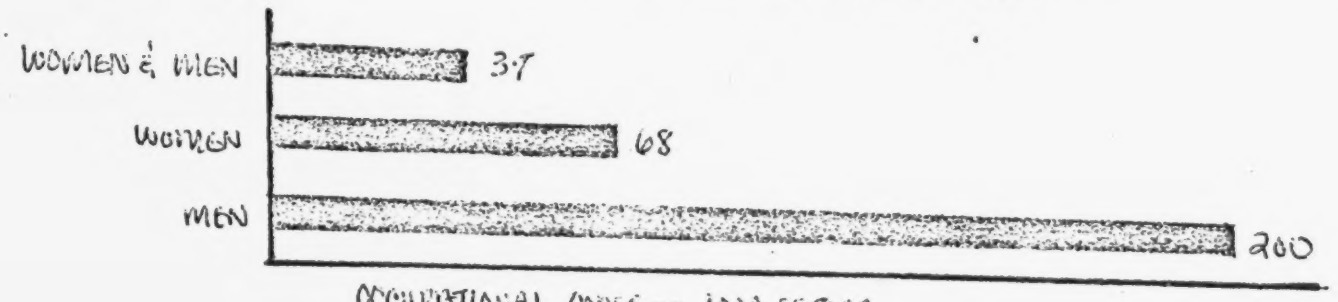


TABLE 5

Salary Differentials in Positions Where Both Women and Men Work
(Source: salary computer run as of May 29, 1970.)

TOTAL CODES.....211

Total in which both women and men work.....37 (17%)

Number in which salary differential exists...18 (48%)

Average years in service:[a] Women = 10 years
Men = 5 years

Mean monthly average salary differential $\frac{M}{W}$ = $ 259.00[b]
Mean yearly average salary differential.....= 3108.00

Median monthly average salary differential..= 217.00
Range: $43.00--$703.00

---

[a]Figured for 18 codes where pay differential exists.
[b]Salary figures controlled for 100% time.

By virtue of their exclusion from the civil service system, positions within exempt staff are not set forth in permanent Job Descriptions as are those of the classified staff. Neither is there a constant value placed on these positions in terms of salary. Thus to a great extent the value of services rendered in any particular position is determined by a subjective analysis of the employee's previous work experience, her educational background, and the nonquantitative abilities which she is judged to possess, such as aptitude, commitment, and potential.

Granted that latitude inherent in such a system, it would not be impossible for the head of a major administrative division simultaneously to hire two assistants, giving one of them a higher salary than the other. Such instances are bound to occur, and can perhaps be justified on a limited individual basis. It is when such subjective evaluations of the value of services rendered can be predicted in line with any categorical quality possessed by the employee (such as sex or race) that the situation bears scrutiny.

B. Classified Staff

The balance of those permanent monthly positions not exempt from University civil service are designated as members of the classified staff. Within the classified staff there are several types of positions, each of which is assigned a different occupational code series. They are as follows: supervisory--2000; professional--3000; technical and scientific--4000; office--5000; maintenance and protective--7000; and skilled trades--8000.

Base salary rates for each classified staff position are set forth in the University Salary Schedule and Compensation Plan. According to this schedule, each position has a definite starting salary and a salary maximum which can be reached in a period of from one to five and one-half years, depending upon the job. In most cases, the first salary increase occurs after six months, and all others at one year intervals. According to the Salary Schedule, "These periodic increments are mandatory, so long as the employee's work performance permits retention in the position."[2]

Because of the existence of a specific salary scale, with regularly scheduled pay increases, subjective evaluation as a method of determining the value of services rendered is employed less often in classified staff than in exempt staff. That element is interjected only in the case of merit and special merit increases, which may be awarded when the employer feels the employee has performed her job in a manner deserving of special attention and reward.

Occupational codes in which both men and women work, and in which a pay differential exists are illustrated in Tables 6, 7, 8 and 9. It should be noted that the codes indicated as revealing a pay differential refer only to those in which women have a longer time in service.

---

[2]Salary Schedule and Compensation Plan for Staff Employees, July 1, 1970, p. 23.

TABLE 6

2000 Series

TOTAL CODES	70
Total in which both men and women work	8
Number in which a salary differential exists $\frac{M}{W}$	1
Mean monthly average differential	$25.00

TABLE 7

3000 Series

TOTAL CODES	110
Total in which both men and women work	38
Number in which a salary differential exists $\frac{M}{W}$	2
Mean monthly average differential	$78.00

TABLE 8

4000 Series

TOTAL CODES	103
Total in which both men and women work	30
Number in which a salary differential exists $\frac{M}{W}$	4
Mean monthly average differential	$72.00

TABLE 9

7000 Series

TOTAL CODES	84
Total in which both men and women work	22
Number in which a salary differential exists $\frac{M}{W}$	6
Mean monthly average differential	$36.00

Table 10 illustrates the distribution of staff women over all classifications, including exempt and academic staff. It is clear that women are concentrated in low paying clerical positions (50% when library positions are excluded, 49.5% when included), that they are totally absent from senior administrative positions represented by academic staff, and are only sparsely represented in exempt staff positions (although women constitute 23% of exempt staff, only 3% of total staff women are employed in that category as opposed to 21% of total staff men).

Promotions

A study of classified staff promotional practice was conducted, comparing the promotional history of 227 women and 282 men in 180 occupational codes within the 2000 and 4000 series. An attempt was made to select occupational codes in which both women and men work. This situation occurs often in the 2000 and 4000 series, thus accounting for that choice.

Of the 509 individual cases studied, it was found that there is an average difference of approximately 4 months between pay increases for men and women, and an average rate-of-increase difference amounting to $6.67 per increment. This means that a male employee in the 2000 or 4000 series can expect to be reviewed for a salary adjustment approximately 4 months earlier than his female co-worker, and that he will receive $6.67 more than she.

C. Academic Staff

As used in this report, the classification of academic staff refers to the following two areas: academic administration (which includes such senior administrative positions as President and Vice Presidents[3]), and the Library (which includes the Director, Associate and Assistant Directors, plus several levels of professional librarians.

Table 10 shows the salary averages and distribution of women and men within the academic staff excluding librarians. Table 11 indicates the number and salary of women and men in academic staff including and excluding librarians.

Because positions in academic administration represent the top of the administrative hierarchy in terms of salary and prestige, and because women are singularly lacking in that category, it was considered necessary to deal with academic administration apart from library positions, which represent a profession traditionally dominated by women.

Another consideration prompted the separate treatment of library positions. In March, 1970, the Women's Commission conducted a study of hiring and promotional practices at the University Library (Law Library not included). The tables which appear in this report were prepared from information secured at that time from the library administration.

---

[3]Deans and Academic Department Chairmen not included; see Chapter II.

Our inquiry in March began out of concern over the fact that none of the top administrative positions in the library were filled by women. As indicated in Table 12, we subsequently found that not only are women absent from directorship positions, but also that as the classification level increases, the percentage of women within those positions decreases, and as the classification level increases, the percentage of men increases correspondingly.

TABLE 10

Distribution of Women and Men over Classified, Exempt and Academic Staff

WOMEN			MEN		
Class. or Code	Percentage Total Staff	Average Salary	Class. or Code	Percentage Total Staff	Average Salary
5000	50	$486.72	7000	26	$547.25
3000	23	698.64	1000	21	1090.99
7000	13	434.68	8000	17	775.03
2000	6	716.74	4000	17	698.02
4000	5	509.00	3000	13	843.34
1000	~~3~~ 0	~~804.57~~ -0-	2000	4	952.74
A.S.[a]	0	-0-	A.S.	1	2237.00
8000	0	-0-	5000	1	469.77

[a]Library positions not included in this table. When Library positions are included, percentage of women in total staff is as follows: 5000 series = 49.5%; 3000 = 22.5; 7000 = 12.0; 2000 = 6.0; 4000 = 5.0; 1000 = 3.0; A.S. = 2.0; 8000 = 0.0.

TABLE 11

Salary Averages -- Academic Staff

	Employee Count Including Library	Salary Average (Mo.)
Men:	48	$1615.00
Women	80	752.00

	Employee Count Excluding Library	Salary Average (Mo.)
Men:	23	$2237.00
Women:	-0-	-0-

Source: salary computer run as of May 19, 1970.

TABLE 12

Distribution of Women and Men in Library Positions

	WOMEN		MEN	
	Employee Count	Percent of Total	Employee Count	Percent of Total
Librarian I	10	13	2	10
Librarian II	37	50	4	21
Librarian III	22	29	4	21
Librarian IV	4	05	3	16
Librarian V	2	03	6	32
		100		100

Source: Director of Libraries

TABLE 13

Yearly Average and Time in Service--Library Positions
(Source: Director of Libraries)

	WOMEN		MEN	
	Average	Yrs. in Service	Average	Yrs. in Service
Librarian I	$ 7814	1	$7812	½
Librarian II	8429	3	8835	4
Librarian III	10,068	15	10,665	7
Librarian IV	11,991	23	12,440	16
Librarian V	11,902	3	14,810	15

IV. CONCLUSION

The University of Washington should appoint a senior administrator and separate department to keep under continuous review the status of women on this campus. This would in effect be a department-as-lobbyist for the cause of women at this institution. The department would be concerned with matters such as faculty and staff salary differentials, the appointment of women in significant numbers to senior faculty and administrative posts, a review of recruitment and hiring procedures, the promotion of qualified women to staff, faculty, and administrative positions reflecting their credentials and experience, and a management training program to allow staff women in low positions upward mobility in accordance with their talents and education.

Immediate changes must be made if women are to have truly equal access to the opportunities of this University, and changes do not usually come, in this or in other institutions , simply on the basis of good will. Definite steps must be taken to assure that the important alterations will in fact take place; they are not likely to be taken unless some person and some department recognize that the responsibility for change is theirs.